



Minnesota Department of
HUMAN RIGHTS

October 10, 2011

Robbie LaFleur, Director
Minnesota Legislative Reference Library
645 State Office Building
100 Rev. Dr. Martin Luther King Jr. Blvd.
St. Paul, MN 55155-1050

Dear Robbie LaFleur,

The Minnesota Department of Human Rights (MDHR) submits its semi-annual report to the Legislature summarizing the results of its investigation and resolution of human rights complaints. The completion of this report was delayed due to the state government shutdown this past summer.

Documents detailing the Department's activities during the period of January 1, 2011, to June 30, 2011, are attached. Highlights of complaint activity are as follows:

- 455 charges were filed representing a 20% increase in charge filing over the previous six-month period.
- MDHR closed 325 cases, or approximately 59%, in the open pre-determination status at the beginning of the reporting period.
- The average caseload per enforcement officer was 62 cases.
- Mediations were conducted in 41 cases and 21 cases were resolved through the mediation process during this reporting period.
- The average time from filing a charge to issuing a determination of probable cause was 386 days – a decrease of 24 days from the previous six month reporting period.

AN EQUAL OPPORTUNITY EMPLOYER

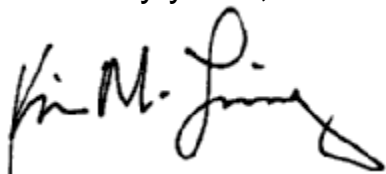
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- The average time from filing a charge to issuing a determination of no probable cause was 387 days – a decrease of 36 days from the previous six month reporting period.
- The average time for MDHR to issue a dismissal was 161 days – a decrease of 46 days from the previous six month reporting period.
- As of June 30, 2011, MDHR has 53 cases in the open pre-determination inventory that are older than one year. Cases older than one year represent 8% of all of the cases in the open pre-determination inventory.
- MDHR recovered \$209,197 in monetary damages for charging parties through conciliation of probable cause cases.

In summary, MDHR continues its high level of service given the consistent demand and the decrease in resources during the past biennium.

If you have any questions or concerns, please do not hesitate to contact me.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Kevin M. Lindsey". The signature is fluid and cursive, with a large initial "K" and a long, sweeping underline.

Kevin M. Lindsey
Commissioner

Attachments

MINNESOTA DEPARTMENT OF HUMAN RIGHTS

CASE MANAGEMENT SUMMARY REPORT

Report Period: January 1, 2011 — June 30, 2011

| CASE ACTIVITY | 1/1/2011 – 6/30/2011 | 7/1/2010 – 12/31/2010 | Change (Percent) |
|--|----------------------|-----------------------|------------------|
| New Charges Filed | 455 | 380 | +20% |
| % of above, pending determination | 91% | 87% | +5% |
| CASE CLOSURES | 325 | 429 | -24% |
| Dismissed: Lack of Merit | 60% | 59% | +2% |
| Dismissed: other, incl. Lack of Cooperation | 1% | 2% | -50% |
| Withdrawn (excludes settled cases) | 5% | 3% | +67% |
| Closed after Probable Cause (PC) | 9% | 6% | +33% |
| Closed after No Probable Cause (NPC) | 16% | 20% | -20% |
| Pre-determination Resolution* | 6% | 4% | +50% |
| Alternative Dispute Resolutions (mediations) | 6% | 4% | +50% |
| % of DWR Dismissals closed within 6 months | 80% | 69% | +16% |
| Avg. time to issue DWR Dismissal | 161 days | 207 days | -22% |
| | | | |
| DETERMINATIONS MADE | | | |
| Avg. time to issue PROBABLE CAUSE determination | 386 days | 410 days | -6% |
| Number issued | 17 | 48 | -65% |
| Avg. time to issue NO PROBABLE CAUSE determination | 387 days | 423 days | -9% |
| Number issued | 54 | 61 | -13% |
| | | | |
| Avg. # cases per fte Enforcement Officer | 62 | 37 | +77% |

| | | |
|---|---------------|-------------------|
| INVENTORY: Case Pending, as of: | June 30, 2011 | December 31, 2010 |
| Cases needing <i>initial</i> determination | 644 | 516 |
| Cases pending Conciliation/Litigation with Attorney General | 29 | 43 |
| ADMINISTRATIVE REVIEW requested by party | | |
| Total for period | 61 | 61 |
| Pending | 40 | 22 |

| Pre-determination Inventory, by Case Age (# days from filing, less # days tolled): Case count and percentage of inventory, as of: | | | | | |
|--|------------|-------------|-------------------|------------|-------------|
| June 30, 2011 | # | % | December 31, 2011 | # | % |
| 1 – 90 days: | 224 | 35% | 1 – 90 days: | 178 | 35% |
| 91 – 180 days: | 211 | 33% | 91 – 180 days: | 174 | 34% |
| 181 – 270 days: | 98 | 15% | 181 – 270 days: | 89 | 17% |
| 271 – 365 days: | 58 | 9% | 271 – 365 days: | 66 | 13% |
| 366 or more days: | 53 | 8% | 366 or more days: | 9 | 2% |
| TOTAL | 644 | 100% | TOTAL | 553 | 100% |

*Includes predetermination settlements (PDS) and Withdrawals due to satisfactory resolution.

ALTERNATE DISPUTE RESOLUTION (ADR Program)

Report Period: January 1, 2011 – June 30, 2011

149 cases referred to ADR.

41 cases in which both parties agreed to ADR.

21 cases in which mediation was held; resolved and closed.

1 case in which mediation was held; awaiting withdrawal.

Minnesota Department of Human Rights
BASIS - AREA - FILING
File Date Range: January 1, 2011 to June 30, 2011
Total Charges Filed for Date Range: 455

| AREA | BASIS | | | | | | | | | | | |
|--|-------|-------|------------|----------------|-----------------|----------|--------------------------|------|----------|-----|--------------------|------------|
| | Age | Color | Disability | Marital Status | National Origin | No Basis | Public Assistance Status | Race | Religion | Sex | Sexual Orientation | Percentage |
| Aiding, Abetting, or Obstructing (Business) | | | | | | 1 | | | | | | 0.1% |
| Aiding, Abetting, or Obstructing (Employment) | | | 1 | | | 4 | | | | | | 0.7% |
| Aiding, Abetting, or Obstructing (Public Services) | | | | | | 3 | | | | | | 0.4% |
| Business/Contract | | | 1 | | | 1 | | 4 | | 2 | 1 | 1.3% |
| Education | 1 | | 6 | | 7 | | 1 | 5 | | 2 | 2 | 3.3% |
| Employment - Employer | 79 | 3 | 127 | 13 | 37 | | | 61 | 9 | 96 | 15 | 61.2% |
| Employment - Employment Agency | | | 1 | | | | | 2 | | | | 0.4% |
| Employment - Union | | | | | 1 | | | 1 | 1 | | | 0.4% |
| Housing/Real Property | | 1 | 3 | 2 | 1 | | 5 | 7 | 1 | 5 | | 3.5% |
| Public Accommodations | | 1 | 8 | | 4 | | | 11 | 1 | | 2 | 3.8% |
| Public Services | | | 11 | | 2 | | | 12 | 2 | 5 | 1 | 4.6% |
| Reprisal (Business) | | | | | | 3 | | | | | | 0.4% |
| Reprisal (Education) | | | | | | 2 | | | | | | 0.3% |
| Reprisal (Employment) | | | 12 | | 1 | 114 | | 2 | | 1 | 1 | 18.2% |
| Reprisal (Housing/Real Property) | | | 1 | | | 5 | | | | | | 0.8% |
| Reprisal (Public Services) | | | 1 | | | 3 | | | | | | 0.6% |
| Percentage | 11% | 1% | 24% | 2% | 7% | 19% | 1% | 15% | 2% | 15% | 3% | |

Note: Because there can be more than one Area and/or Basis per charge filed, counts of Area and Basis combinations will not reconcile with number of charges filed.